

# Walla Walla University

## Core Themes Assessment Summary

### Fall, 2021

#### CORE THEME #1: Excellence in Thought

#### Objective #1: Demonstrate Effective Student Learning

Assessment Indicator	Rationale/Survey Question	Benchmark	Status of Achievement
Departmental Assessment Reports	Annual program assessment reports are completed by each academic program. Reports show student learning outcomes, how the accomplishment of each outcome is assessed, and the expected level of achievement. Assessment tools include standardized exams as well as institution-generated tools.	90% of all departments reporting.	<b>2020-21-In Process</b> 2019-20-Not completed 2018-19-N/A- <b>Not Met</b> 2017-18-N/A- <b>Not Met</b>
General Studies Assessment Report	<b>Update:</b> The General Studies assessment plan and process of recent years proved not to be sustainable. A General Studies program revision is underway in 2021. A General Studies revised assessment plan will follow in 2021-22.	Not determined yet.	<b>2020-21-In Process</b> 2019-20-Not Completed 2018-19-Not Completed 2017-18-Not Completed
Student Course Evaluation Item: #2 -Undergraduate -Graduate	Allows the university to analyze data for the overall effectiveness of learning in WWU courses. <i>Question: "Demonstrated the importance and significance of the subject matter."</i>  Note: Evaluation instrument changed in 2018	The average response across all courses is expected to be: -3.5 or higher for undergraduate courses -4.0 or higher for graduate courses (1.0-5.0 scale)	<b>2020-21-Met Both</b> Undergraduate-4.32 Graduate-4.43 2019-2020- <b>Met Both</b> Undergraduate-4.20 Graduate-4.36 2018-19-Mean Score <b>Met Both</b> Undergraduate-4.10 Graduate-4.38
Student Course Evaluation Item: #5 -Undergraduate -Graduate	Allows the university to analyze data for the overall effectiveness of learning in WWU courses. <i>Question: "Gaining a basic understanding of the subject (e.g., factual knowledge, methods, principles, generalizations, theories)"</i>  Note: Evaluation instrument changed in 2018	The average response across all courses is expected to be: -3.5 or higher for undergraduate courses -4.0 or higher for graduate courses (1.0-5.0 scale)	<b>2020-21-Met Both</b> Undergraduate-4.01 Graduate-4.08 2019-20- Undergraduate-3.93- <b>Met</b> Graduate-3.89- <b>Not Met</b> 2018-19- Undergraduate-3.90 <b>Met</b> Graduate-3.95- <b>Not Met</b>

<p>Student Course Evaluation Item #14 -Undergraduate -Graduate</p>	<p>Allows the university to analyze data for the overall effectiveness of learning in WWU courses. <i>Question: "The quantity of information you learned in the course was..."</i></p> <p>Note: Evaluation instrument changed in 2018</p>	<p>The average response across all courses is expected to be: -4.0 or higher for undergraduate courses -4.0 or higher for graduate courses (1.0-5.0 scale)</p>	<p><b>2020-21—</b> <b>Met Both</b> Undergraduate-4.20 Graduate-4.28 2019-20-Mean Score <b>Met Both</b> Undergraduate-4.12 Graduate-4.17 2018-19-Mean Score <b>Met Both</b> Undergraduate-4.09 Graduate-4.15</p>
<p>Student Course Evaluation Item #11 -Undergraduate -Graduate</p>	<p>Allows the university to analyze data for the overall effectiveness of learning in WWU courses. Also relates to General Studies Objectives 1 and 3. <i>Question: "Learning appropriate methods for collecting, analyzing, and interpreting numerical information"</i></p> <p>Note: Evaluation instrument changed in 2018</p>	<p>The average response across all courses is expected to be: -3.0 or higher for undergraduate courses -3.5 or higher for graduate courses (1.0-5.0 scale)</p>	<p><b>2020-21—</b> <b>Met Both</b> Undergraduate-3.16 Graduate-3.49-<b>Not Met</b> 2019-20- Undergraduate-3.06- <b>Met</b> Graduate-3.28-<b>Not Met</b> 2018-19- Undergraduate-3.15- <b>Met</b> Graduate-3.48-<b>Not Met</b></p>
<p>Student Course Evaluation Item #1 -Undergraduate -Graduate</p>	<p>Allows the university to analyze data for the overall effectiveness of learning in WWU courses. Also relates to General Studies Objectives 1 and 4. <i>Question: "Encouraged students to reflect on and evaluate what they have learned."</i></p> <p>Note: Evaluation instrument changed in 2018</p>	<p>The average response across all courses is expected to be: -3.5 or higher for undergraduate courses -4.0 or higher for graduate courses (1.0-5.0 scale)</p>	<p><b>2020-21—</b> <b>Met Both</b> Undergraduate-4.26 Graduate-4.41 2019-20- <b>Met Both</b> Undergraduate-4.17 Graduate-4.33 2018-19- <b>Met Both</b> Undergraduate-4.10 Graduate-4.32</p>
<p>Student Course Evaluation Item #4 -Undergraduate -Graduate</p>	<p>Allows the university to analyze data for the overall effectiveness of learning in WWU courses. Also relates to General Studies Objectives 1 and 3. <i>Question: "Gave projects, tests, or assignments that required original or creative thinking."</i></p> <p>Note: Evaluation instrument changed in 2018</p>	<p>The average response across all courses is expected to be: -3.5 or higher for undergraduate courses -4.0 or higher for graduate courses (1.0-5.0 scale)</p>	<p><b>2020-21—</b> <b>Met Both</b> Undergraduate-3.89 Graduate-4.18 2019-20- <b>Met Both</b> Undergraduate-3.76 Graduate-4.07 2018-19- <b>Met Both</b> Undergraduate-3.79 Graduate-4.10</p>

<p>Student Course Evaluation Item #9 -Undergraduate -Graduate</p>	<p>Allows the university to analyze data for the overall effectiveness of learning in WWU courses. Also relates to General Studies Objectives 1, 2 and 3. <i>Question: "Learning to analyze and critically evaluate ideas, arguments, and points of view."</i></p> <p>Note: Evaluation instrument changed in 2018</p>	<p>The average response across all courses is expected to be: -3.0 or higher for undergraduate courses -4.0 or higher for graduate courses (1.0-5.0 scale)</p>	<p><b>2020-21—</b> Undergraduate-3.42-<b>Met</b> Graduate-3.98-<b>Not Met</b> 2019-20- Undergraduate-3.35-<b>Met</b> Graduate-3.86-<b>Not Met</b> 2018-19-Mean Score Undergraduate-3.42-<b>Met</b> Graduate-3.98-<b>Not Met</b></p>
<p>National Survey of Student Engagement (NSSE): Question #10 -Undergraduate</p>	<p><i>Question: "During the current school year, to what extent have your courses challenged you to do your best work?"</i></p>	<p>The mean at or above the Carnegie; and percent of students answering 5.0 or higher at or above the Carnegie (1.0-7.0 scale)</p>	<p><b>2020-21—Pending</b> 2018-19- WWU-5.5-<b>Not Met</b> Carnegie-5.6 WWU-82%-<b>Not Met</b> Carnegie-83% 2016-17- WWU-5.3-<b>Not Met</b> Carnegie-5.6 WWU-54%-<b>Met</b> Carnegie-45% 2014-15- <b>Met Both</b> WWU-5.7 Carnegie-5.7 WWU-62% Carnegie-58%</p>
<p>NSSE: Question #15a -Undergraduate</p>	<p><i>Question: "About how many hours do you spend in a typical 7-day week doing the following?—a. Preparing for class (studying, reading, writing, etc.)"</i></p>	<p>To be above the Carnegie mean (Number of hours)</p>	<p><b>2020-21-Pending</b> 2018-19- <b>Met Both</b> WWU-19 Carnegie-14.7 2016-17- <b>Met Both</b> WWU-17 Carnegie-14.8 2014-15- <b>Met Both</b> WWU-19 Carnegie-14.5</p>

NSSE: Question #18 -Undergraduate	<i>Question: "How would you evaluate your entire educational experience at this institution?"</i>	The mean at or above the Carnegie; and percent of students answering 3.0 or higher at or above the Carnegie (1.0-4.0 scale)	<b>2020-21—Pending</b> 2018-19- WWU-3.1 - <b>Not Met</b> Carnegie-3.2 WWU-80%- <b>Not Met</b> Carnegie-85% 2016-17- WWU-3.3- <b>Met</b> Carnegie-3.3 WWU-52%- <b>Not Met</b> Carnegie-57% 2014-15- <b>Met Both</b> WWU-3.4 Carnegie-3.2 WWU-92% Carnegie-87%
WWU Employee Survey: Question #9-1	<i>Question: "Effective learning is evident among students at WWU."</i>	80% or more at "Strongly-, Somewhat-, or Agree" (1.0-6.0 scale)	<b>2020-21-91%-Met</b> 2019-20-Postponed
Senior Exit Survey: Question #E1 -Undergraduate	<i>Question: "My overall learning experience in general studies courses was:"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-97%-Met</b> 2019-20-Postponed 2018-19-98%- <b>Met</b> 2017-18-95% <b>Met</b>
Senior Exit Survey: Question #E2 -Undergraduate	<i>Question: "The overall quality of instruction in my general studies courses was:"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-95%-Met</b> 2019-20-Postponed 2018-19-98%- <b>Met</b> 2017-18-94%- <b>Met</b>
Senior Exit Survey: Question #E4 -Undergraduate	<i>Question: "My overall learning experience in my primary academic department (major) was:"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-97%-Met</b> 2019-20-Postponed 2018-19-99%- <b>Met</b> 2017-18-97%- <b>Met</b>
Senior Exit Survey: Question #E5 -Undergraduate	<i>Question: "The overall quality of instruction in my primary academic department was:"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-95%-Met</b> 2019-20-Postponed 2018-19-97%- <b>Met</b> 2017-18-97%- <b>Met</b>

Objective #2: Provide a Positive Learning Environment			
Assessment Indicator	Rationale/Survey Question	Benchmark	Status of Achievement
Student Course Evaluation Item #12 -Undergraduate -Graduate	Allows the university to analyze data for the overall effectiveness of learning in WWU courses. <i>Question: "Overall, I rate this instructor an excellent teacher."</i>  Note: Evaluation instrument changed in 2018	The average response across all courses is expected to be: -4.0 or higher for undergraduate courses -4.0 or higher for graduate courses (1.0-5.0 scale)	<b>2020-21-</b> <b>Met Both</b> Undergraduate-4.31 Graduate-4.32 <b>2019-20-</b> <b>Met Both</b> Undergraduate-4.23 Graduate-4.24 <b>2018-19-</b> <b>Met Both</b> Undergraduate-4.18 Graduate-4.23
Student Course Evaluation Item #3 -Undergraduate -Graduate	Allows the university to analyze data for the overall effectiveness of learning in WWU courses. <i>Question: "Explained course material clearly and concisely."</i>  Note: Evaluation instrument changed in 2018	The average response across all courses is expected to be: -3.5 or higher for undergraduate courses -3.5 or higher for graduate courses (1.0-5.0 scale)	<b>2020-21-</b> <b>Met Both</b> Undergraduate-4.13 Graduate-4.14 <b>2019-20-</b> <b>Met Both</b> Undergraduate-4.01 Graduate-4.07 <b>2018-19-</b> <b>Met Both</b> Undergraduate-3.94 Graduate-4.13
Student Course Evaluation Item #13 -Undergraduate -Graduate	Allows the university to analyze data for the overall effectiveness of learning in WWU courses. <i>Question: "Overall I rate this course as excellent."</i>  Note: Evaluation instrument changed in 2018	The average response across all courses is expected to be: -4.0 or higher for undergraduate courses -4.0 or higher for graduate courses (1.0-5.0 scale)	<b>2020-21-</b> <b>Met Both</b> Undergraduate-4.18 Graduate-4.19 <b>2019-20-</b> <b>Met Both</b> Undergraduate-4.10 Graduate-4.04 <b>2018-19-</b> <b>Met Both</b> Undergraduate-4.02 Graduate-4.07
WWU Employee Survey: Question #9-3	<i>Question: "WWU provides effective services to support student learning."</i>	80% or more at "Strongly-, Somewhat-, or Agree" (1.0-6.0 scale)	<b>2020-21-85%-Met</b> 2019-20-Postponed
Student-Faculty Ratio -Undergraduate -Graduate	The student-faculty ratio at an institution is an indication of the access and opportunities for faculty and student interaction and how those interactions can affect the quality of student learning and contribute to a positive learning environment. The WWU Board of Trustees has set a minimum of 14.0:1.	Range of 14.0:1-16.0:1- Fall term	<b>2020-21-pending</b> 2019-20-15:1- <b>Met</b> 2018-19-14:1- <b>Met</b> 2017-18-14:1- <b>Met</b> 2016-17-15:1- <b>Met</b>

Student Retention Rate -Undergraduate	The student retention rate between the first and second years suggests a positive correlation between the student's and the institution's efforts and success in the academic endeavor.	A retention rate of 80% or higher for fall first-time freshmen	<b>2020-21-pending</b> 2019-20-78%- <b>Not Met</b> 2018-19-79%- <b>Not Met</b> 2017-18-84%- <b>Met</b> 2016-17-86%- <b>Met</b>
Faculty Conferences: -Attendance -Presentations (Also included in <i>Beauty in Expression</i> )	The extent to which eligible faculty members are engaged in continuing education and research in their disciplines, including their involvement in presentations, suggests the contribution of that knowledge to the student learning environment.	60% or more faculty attending conferences; 20% or more faculty giving presentations at conferences	<b>2020-21—N/A (COVID)</b> 2019-20- Both- <b>Not Met</b> Attendance-48% Presentations-12% (COVID-some conferences cancelled) 2018-19- <b>Met Both</b> Attendance-64% Presentations-28% 2017-18- <b>Met Both</b> Attendance-64% Presentations-22% 2016-17- Attendance-48%- <b>Not Met</b> Presentations-23%- <b>Met</b>
Library utilization: circulation databases -Undergraduate -Graduate	The utilization of library database materials is a measure of the extent to which students use resources for research, information, and integration of sources to enhance their learning.	Databases: 40-70 full text articles accessed per student per year	<b>2020-21-Pending</b> 2019-20- <b>Met</b> 47 full text articles 2018-19- <b>Met</b> 85 full-text articles 2017-18- <b>Met</b> 104 full-text articles 2016-17- <b>Met</b> 178 full-text articles
NSSE: Question #11f -Undergraduate	<i>Question: "Which of the following have you done or do you plan to do before you graduate?—Complete a culminating senior experience (capstone course, senior project or thesis, comprehensive exam, portfolio, etc.)"</i>	Percent "done" or "in progress" at or above the Carnegie (Yes/No/Plan scale)	<b>2020-21—Pending</b> 2018-19- <b>Met</b> WWU-53% Carnegie-51% 2016-17- <b>Met</b> WWU-72% Carnegie-52% 2014-15- <b>Met</b> WWU-63% Carnegie-48%

NSSE: Question #13c -Undergraduate	<i>Question: “Indicate the quality of your interactions with the following people at your institution.—Faculty”</i>	The mean at or above the Carnegie; and percent of students answering 5.0 or higher at or above the Carnegie (1.0-7.0 scale)	<b>2020-21—Pending</b> 2018-19- WWU-5.5- <b>Not Met</b> Carnegie-5.6 WWU-82%- <b>Met</b> Carnegie-81% 2016-17- WWU-5.7- <b>Met</b> Carnegie-5.6 WWU-35%- <b>Not Met</b> Carnegie-40% 2014-15- <b>Met Both</b> WWU-5.8 Carnegie-5.7 WWU-88% Carnegie-82%
NSSE: Question #13d -Undergraduate	<i>Question: “Indicate the quality of your interactions with the following people at your institution.—Student services staff (career services, student activities, housing, etc.)”</i>	The mean at or above the Carnegie; and percent of students answering 5.0 or higher at or above the Carnegie (1.0-7.0 scale)	<b>2020-21—Pending</b> 2018-19- WWU-4.8- <b>Not Met</b> Carnegie-5.0 WWU-54%- <b>Met</b> Carnegie-54% 2016-17- <b>Met Both</b> WWU-5.2 Carnegie-4.9 WWU-52% Carnegie-48% 2014-15- <b>Met Both</b> WWU-5.1 Carnegie-5.0 WWU-66% Carnegie-54%

NSSE: Question #14b -Undergraduate	<i>Question: “How much does your institution do the following?—Providing support to help students succeed academically.”</i>	The mean at or above the Carnegie; and percent of students answering 3.0 or higher at or above the Carnegie (1.0-4.0 scale)	<b>2020-21—Pending</b> 2018-19- WWU-2.8- <b>Not Met</b> Carnegie-3.0 WWU-66%- <b>Not Met</b> Carnegie-73% 2016-17- <b>Met Both</b> WWU-3.0 Carnegie-3.0 WWU-74% Carnegie-72% 2014-15- <b>Met Both</b> WWU-3.1 Carnegie-3.0 WWU-77% Carnegie-74%
NSSE: Question #14c -Undergraduate	<i>Question: “How much does your institution do the following?—Using learning support services (tutoring services, writing center, etc.)”</i>	The mean at or above the Carnegie; and percent of students answering 3.0 or higher at or above the Carnegie (1.0-4.0 scale)	<b>2020-21—Pending</b> 2018-19- WWU-2.8- <b>Not Met</b> Carnegie-2.9 WWU-64%- <b>Not Met</b> Carnegie-68% 2016-17- <b>Met Both</b> WWU-2.8 Carnegie-2.9 WWU-77% Carnegie-71% 2014-15- <b>Met Both</b> WWU-2.9 Carnegie-2.9 WWU-69% Carnegie-69%
Senior Exit Survey: Question #E7 -Undergraduate	<i>Question: “Encouragement from faculty in my primary academic department for my personal academic success was:”</i>	90% of responses at “Acceptable” or higher (1.0-5.0 scale)	<b>2020-21-92%-Met</b> 2019-20-Postponed 2018-19-96%- <b>Met</b> 2017-18-97%- <b>Met</b>
Senior Exit Survey: Question #E10 -Undergraduate	<i>Question: “The adequacy of library resources for my primary academic department was:”</i>	90% of responses at “Acceptable” or higher (1.0-5.0 scale)	<b>2020-21-86%-Not Met</b> 2019-20-Postponed 2018-19-87%- <b>Not Met</b> 2017-18-90%- <b>Met</b>
Facilities/Services Survey: Question #7	<i>Question: “Rate your experience with: Computing facilities/equipment”</i>	90% of responses at “Acceptable” or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-94%- <b>Met</b>
Facilities/Services Survey: Question #19	<i>Question: “Rate your experience with: Study area availability on campus”</i>	90% of responses at “Acceptable” or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-91%- <b>Met</b>



Facilities/Services Survey: Question #23	<i>Question: "Rate your experience with: Library resources and materials"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-98%- <b>Met</b>
<b>Objective #3: Help Students Achieve Their Academic &amp; Post-Graduate Goals</b>			
<b>Assessment Indicator</b>	<b>Rationale/Survey Question</b>	<b>Benchmark</b>	<b>Status of Achievement</b>
Academic Advisement Survey: Question #6 -Undergraduate	<i>Question: "My adviser is willing to discuss problems that relate to my academic success."</i>	A mean score of 3.0 or above (1.0-4.0 scale)	<b>2020-21-3.6-Met</b> 2019-20-3.6-Met 2018-19-3.6-Met 2017-18-3.6-Met
Academic Advisement Survey: Question #10 -Undergraduate	<i>Question: "My adviser suggests resources from which I can obtain Assistance: Teaching Learning Center, Career Center, Campus Health, Counseling &amp; Testing Resource Center."</i>	A mean score of 3.0 or above (1.0-4.0 scale)	<b>2020-21-3.4-Met</b> 2019-20-3.4-Met 2018-19-3.4-Met 2017-18-3.4-Met
Graduation Rate -Undergraduate	Graduation rate (within 6 years of enrollment as first-time freshmen).	60% graduation rate	<b>2015 cohort-58%-Not Met</b> 2014 cohort-58%- <b>Not Met</b> 2013 cohort-61% 2012 cohort-56%- <b>Not Met</b> 2011 cohort-61%- <b>Met</b>
Student Course Evaluation Item #6 -Undergraduate -Graduate	Allows the university to analyze data for the overall effectiveness of learning in WWU courses. <i>Question: "Gaining a broader understanding and appreciation of intellectual/cultural activity (music, science, literature, etc.)"</i>  Note: Evaluation instrument changed in 2018	The average response across all courses is expected to be: -3.0 or higher for undergraduate -3.0 or higher for graduate courses (1.0-5.0 scale)	<b>2020-21-Met Both</b> Undergraduate-3.26 Graduate-3.63 2019-20 <b>Met Both</b> Undergraduate-3.22 Graduate-3.25 2018-19- <b>Met Both</b> Undergraduate-3.35 Graduate-4.04
Student Course Evaluation Item #7 -Undergraduate -Graduate	Allows the university to analyze data for the overall effectiveness of learning in WWU courses. Also relates to General Studies Objective 3. <i>Question: "Developing skills in expressing myself orally or in writing."</i>  Note: Evaluation instrument changed in 2018	The average response across all courses is expected to be: -3.0 or higher for undergraduate -3.5 or higher for graduate courses (1.0-5.0 scale)	<b>2020-21-Met Both</b> Undergraduate-3.16 Graduate-3.90 2019-20 <b>Met Both</b> Undergraduate-3.09 Graduate-3.72 2018-19- <b>Met Both</b> Undergraduate-3.12 Graduate-3.77

Senior Exit Survey Questions: #P1 and #P3 -Undergraduate	The Senior Survey includes questions pertaining to their future plans of employment and graduate school acceptance. This survey gives WWU the opportunity to determine to what extent students have achieved their academic goals at the point of graduation.	60% of those surveyed have employment or graduate school acceptances at time of graduation	<b>2020-21-41%-Not Met</b> (25%-Employed; 16% Grad School) 2019-20-Postponed 2018-19-42%- <b>Not Met</b> (33%-Employed; 19% Grad School) 2017-18-65%- <b>Met</b>
Tutoring Services data -Undergraduate	The utilization of Tutoring services at WWU is a measure of the assistance that students are receiving for their academic needs as they pursue achievement of their academic goals.	Ratio of tutoring visits per undergraduate student is equal to or greater than 3.0 per year	<b>2020-21-2.1-Not Met</b> 2019-20-2.8- <b>Not Met</b> 2018-19-2.2- <b>Not Met</b> 2017-18-2.6- <b>Not Met</b>
Student loan default rates -Undergraduate -Graduate	The student loan default rate is a measure of the success of students after graduation. A low default rate suggests that students have been able to reach a satisfactory level of economic prosperity after graduating from WWU.	WWU default rate less than the national average Nat'l Avg-9.7% (2017)	<b>2018-2.9%-Met</b> 2017-1.7%- <b>Met</b> 2016-4.1%- <b>Met</b> 2015-2.1%- <b>Met</b> 2014-2.3%- <b>Met</b>
NSSE: Question #3a -Undergraduate	<i>Question: "During the current school year, about how often have you done the following?—Talked about career plans with a faculty member."</i>	The mean at or above the Carnegie; and percent of students answering 3.0 or higher at or above the Carnegie (1.0-4.0 scale)	<b>2020-21—Pending</b> 2018-19- <b>Not Met Both</b> WWU-2.5- Carnegie-2.6 WWU-48% Carnegie-50% 2016-17- <b>Met Both</b> WWU-2.7 Carnegie-2.6 WWU-80% Carnegie-79% 2014-15- <b>Met Both</b> WWU-2.7 Carnegie-2.5 WWU-52% Carnegie-47%

NSSE: Question #3d -Undergraduate	<i>Question: "During the current school year, about how often have you done the following?—Discussed your academic performance with a faculty member."</i>	The mean at or above the Carnegie; and percent of students answering 3.0 or higher at or above the Carnegie (1.0-4.0 scale)	<b>2020-21—Pending</b> 2018-19- <b>Both-Not Met</b> WWU-2.2 Carnegie-2.3 WWU-31% Carnegie-39% 2016-17- <b>Met Both</b> WWU-2.2 Carnegie-2.3 WWU-93% Carnegie-87% 2014-15- WWU-2.3- <b>Met</b> Carnegie-2.3 WWU-32%- <b>Not Met</b> Carnegie-37%
Senior Exit Survey: Question #E11	<i>Question: "The help I received from the faculty in my primary academic department in identifying my future goals (after graduation) was:"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-79%-Not Met</b> 2019-20-Postponed 2018-19-88%- <b>Not Met</b> 2017-18-82%- <b>Not Met</b>
Facilities/Services Survey: Question #4	<i>Question: "Rate your experience with: Freshmen Mentoring Program"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-79%- <b>Not Met</b>
Facilities/Services Survey: Question #9	<i>Question: "Rate your experience with: Teaching Learning Center"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-94%- <b>Met</b>
Facilities/Services Survey: Question #13	<i>Question: "Rate your experience with: Career Center"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-97%- <b>Met</b>

## CORE THEME #2: Generosity in Service

### Objective #1: Address Global Humanitarian Needs

Assessment Indicator	Rationale/Survey Question	Benchmark	Status of Achievement
Participation rate in Student Missions program -Undergraduate	Participation in the Student Missions program is an indication of the level of interest and commitment that WWU students have toward global service. Although the rate of participation is quite consistent, it is a measure of the success of the WWU Student Missions program and the dedication of the students to global humanitarian needs.	Range of 3-5% of the number of full-time undergraduate students	<b>2020-21-N/A (COVID)</b> 2019-20-3.6%- <b>Met</b> 2018-19-3.2%- <b>Met</b> 2017-18-2.4%- <b>Not Met</b> 2016-17-3.6%- <b>Met</b>
Participation rate of students in short-term missions or service projects -Undergraduate	Participation in international short-term missions or service projects is another indication of the commitment that students have toward global service. The number of students involved in these trips and projects is a measure of the success of the university in promoting the importance of service.	Range of 3-5% of the number of full-time undergraduate students	<b>2020-21-N/A (COVID)</b> 2019-20-N/A (COVID) 2018-19-3.0%- <b>Met</b> 2017-18-1.7%- <b>Not Met</b> 2016-17-2.0%- <b>Not Met</b>

Faculty/staff participation rate in short-term missions or service projects	Faculty and staff participation in international short-term missions or service projects is an indication of the level of interest and commitment that they have toward global humanitarian service. Faculty and staff involvement in these projects is one measure of that commitment.	Range of 3-5% of faculty/staff participating	<b>2020-21-N/A (COVID)</b> 2019-20-N/A (COVID) 2018-19-4.8%- <b>Met</b> 2017-18- <b>Met</b> 2016-17- <b>Met</b>
Student-led mission-oriented fundraising project	Student leadership at WWU, primarily through ASWWU, chooses a mission-oriented fundraising project each year that involves donations by students and events organized by students for fundraising on the campus and in the community. This is a measure of students' understanding of the impact of generous service toward global humanitarian needs.	One project per year	<b>2020-21-N/A (COVID)</b> 2019-20- <b>Met</b> 2018-19- <b>Met</b> 2017-18- <b>Met</b> 2016-17- <b>Met</b>
Two WWU-facilitated, mission-oriented projects	WWU administration, faculty, and staff facilitate at least two annual mission-oriented projects that serve global humanitarian needs. These projects demonstrate the university's commitment to the core theme Generosity in Service.	Two projects per year	<b>2020-21-N/A (COVID)</b> 2019-20- <b>Met</b> 2018-19- <b>Met</b> 2017-18- <b>Met</b> 2016-17- <b>Met</b>
Student Course Evaluation Item #10 -Undergraduate -Graduate	Allows the university to analyze data for the overall effectiveness of learning in WWU courses. <i>Question: "Learning to apply knowledge and skills to benefit others or serve the public good"</i>  Note: Evaluation instrument changed in 2018	The average response across all courses is expected to be: -3.0 or higher for undergraduate courses -3.5 or higher for graduate courses (1.0-5.0 scale)	<b>2020-21- Met Both</b> Undergraduate-3.37 Graduate-4.09 2019-20 <b>Met Both</b> Undergraduate-3.27 Graduate-3.99 2018-19- <b>Met Both</b> Undergraduate-3.35 Graduate-4.04
Senior Exit Survey: Question #G3 -Undergraduate	<i>Question: "My involvement in international service (student missions, mission trips, on-campus support or fund-raising) while at WWU was:"</i>	Benchmark revised in 2018-19 revised to 50% of students answering "acceptable" or higher involvement (1.0-5.0 scale)	<b>2020-21-52%-Met</b> 2019-20-Postponed 2018-19-77%- <b>Met</b> 2017-18-52%- <b>Met</b>
Facilities/Services Survey: Question #30	<i>Question: "Rate your experience with: Student Missions"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-98%- <b>Met</b>

Objective #2: Address Regional Humanitarian Needs			
Assessment Indicator	Rationale/Survey Question	Benchmark	Status of Achievement
Student participation rate in Service Days or service projects -Undergraduate	Student participation in Service Days or projects indicates the interest and commitment of students to address regional humanitarian needs.	Participation of 50% or more of full-time undergraduates per year.	<b>2020-21-N/A (COVID)</b> 2019-20- <b>Met</b> 2018-19- <b>Met</b> 2017-18- <b>Met</b> 2016-17- <b>Met</b>
Students registered for community practicums or internships -Undergraduate -Graduate	Percent of students engaged in community practicums or internships indicates the impact that WWU students have on the local community through service-oriented experiences.	Undergraduate: 10% or above Graduate: 80% or above	<b>2020-21-</b> Undergraduate-13%- <b>Met</b> Graduate-79%- <b>Not Met</b> <b>2019-20-</b> <b>Met Both</b> Undergraduate-10% Graduate-87% 2018-19- <b>Met Both</b> Undergraduate-10% Graduate-90% 2017-18- <b>Met Both</b> Undergrad-10% Graduate-98% 2016-17- Undergraduate-9%- <b>Not Met</b> Graduate-84%- <b>Met</b>
NSSE: Question #11a -Undergraduate	<i>Question: "Which of the following have you done or do you plan to do before you graduate?—Participate in an internship, co-op, field experience, student teaching, or clinical placement."</i>	The percent participation at or above the Carnegie	<b>2020-21-Pending</b> 2018-19- <b>Met</b> WWU-58% Carnegie-53% 2016-17- <b>Met</b> WWU-59% Carnegie-54% 2014-15- <b>Met</b> Mean-WWU-56% Carnegie-46% 2013-14- <b>Met</b> Mean-WWU-55% Carnegie-46%

NSSE: Question #12 -Undergraduate	<i>Question: "About how many of your courses at this institution have included a community-based project (service-learning)?"</i>	The mean at or above the Carnegie; and percent of students answering 2.0 or higher at or above the Carnegie (1.0-4.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Met Both</b> WWU-2.0 Carnegie-1.9 WWU-77% Carnegie-69% 2016-17- WWU-2.0- <b>Met</b> Carnegie-1.8 WWU-84%- <b>Not Met</b> Carnegie-85% 2014-15- <b>Met Both</b> WWU-2.1 Carnegie-1.8 WWU-86% Carnegie-66%
NSSE: Question #15e -Undergraduate	<i>Question: "About how many hours do you spend in a typical 7-day week doing the following?—Doing community service or volunteer work."</i>	At or above the Carnegie mean; and no more than 45% at 0 hours  # of hours (median)	<b>2020-21-Pending</b> 2018-19- <b>Not Met</b> WWU-1.9 Carnegie-3.5 WWU-59% Carnegie-48% 2016-17- <b>Not Met</b> WWU-2.1 Carnegie-3.3 WWU-52% Carnegie-47% 2014-15- <b>Not Met</b> WWU-3.0 Carnegie-3.3 WWU-60% Carnegie-53%
Senior Exit Survey: Question #G4 -Undergraduate	<i>Question: "My involvement in local community service (service days, service projects, regional mission trips, etc) while at WWU was:"</i>	70% of students answering "acceptable" or above (1.0-5.0 scale)	<b>2020-21-68%-Not Met</b> 2019-20-Postponed 2018-19-84%- <b>Met</b> 2017-18-63%- <b>Not Met</b>
Facilities/Services Survey: Question #31	<i>Question: "Rate your experience with: Community service opportunities (Service Days, EWB, Clubs)"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-99%- <b>Met</b>

### Objective #3: Inspire a Commitment to Service within a Christian Worldview

Assessment Indicator	Rationale/Survey Question	Benchmark	Status of Achievement
SMP Evaluation: Question #11 -Undergraduate	<i>Question: "My experience at WWU has: ...increased my willingness to engage in acts of service toward others."</i>	80% or more "Minimally agree, Agree, or Strongly Agree" (1.0-5.0 scale) Revised benchmark: 2018	<b>2020-21-Postponed</b> 2017-18-92%- <b>Met</b> 2014-15-3.8- <b>Met</b> 2012-13-3.8- <b>Met</b>

WWU Employee Survey: Question #10-1	<i>Question: "WWU emphasizes the value of service."</i>	80% or more at "Strongly-, Somewhat-, or Agree" (1.0-6.0 scale)	<b>2020-21-90%-Met</b> 2019-20-Postponed
WWU Employee Survey: Question #10-3	<i>Question: "I regularly participate in regional service (community, church, service clubs, etc.)."</i>	80% or more at "Strongly-, Somewhat-, or Agree" (1.0-6.0 scale)	<b>2020-21-80%-Met</b> 2019-20-Postponed
Senior Exit Survey: Question #G1 -Undergraduate	<i>Question: "Opportunities for my involvement in service while at WWU were:"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-83%-Not Met</b> 2019-20-Postponed 2018-19-93%-Met 2017-18-92%-Met
Senior Exit Survey: Question #G2 -Undergraduate	<i>Question: "Encouragement from my primary academic department to be involved in service was:"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-79%-Not Met</b> 2019-20-Postponed 2018-19-83%-Not Met 2017-18-84%-Not Met
Senior Exit Survey: Question #G5 -Undergraduate	<i>Question: "As a result of my experience at WWU, the likelihood of my continued involvement in service in the future is:"</i>	80% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-78%-Not Met</b> 2019-20-Postponed 2018-19-89%-Met 2017-18-89%-Met
<b>CORE THEME #3: Beauty in Expression</b>			
<b>Objective #1: Foster an Enriching Environment</b>			
<b>Assessment Indicator</b>	<b>Rationale/Survey Question</b>	<b>Benchmark</b>	<b>Status of Achievement</b>
Annual opportunities for campus enrichment: a variety of performances: colloquia, drama, art exhibits, concerts, sports events, etc.	The variety of opportunities for programs within disciplines, with music ensembles and recitals, drama, art, and sporting events provide an enriching environment.	At least 150 opportunities per year	<b>2020-21-N/A (COVID)</b> 2019-20-Met, with two qualifying quarters 2018-19-Met 2017-18-Met 2016-17-Met
Student participation rate in CommUnity program -Undergraduate	Student participation in required weekly CommUnity program indicates that this is providing an enriching environment for students.	90% Compliance each quarter	<b>2020-21-N/A (COVID)</b> 2019-20-N/A (COVID) 2018-19-87%-Not Met 2017-18-94%-Met
Student participation rate in campus clubs -Undergraduate	The participation rate in campus clubs indicates the desire of students to be involved in social and group activities.	70% undergrad student involvement in at least one club	<b>2020-21-N/A (COVID)</b> 2019-20-N/A (COVID) 2018-19-76%-Met 2017-18-80%-Met 2016-17-76%-Met
Student participation in ensembles -Undergraduate	Student participation in musical ensembles represents a measure of their interest in participating in this enriching activity. Some students receive academic credit.	10% of undergraduate students involved	<b>2020-21-9%-(COVID)</b> 2019-20-9%-Not Met 2018-19-10%-Met 2017-18-10%-Met
Student participation rate in intramurals -Undergraduate	Many students choose to be involved in these activities for exercise and sociability.	30% of undergraduate students participating	<b>2020-21-11%-(COVID)</b> 2019-20-11%-Not Met 2018-19-30%-Met 2017-18-36%-Met 2016-17-36%-Met

NSSE: Question #1d -Undergraduate	<i>Question: “During the current school year, about how often have you done the following?—Attended an art exhibit, play, or other arts performance (dance, music, etc.)”</i>	The mean at or above the Carnegie; and percent of students answering 2.0 or higher at or above the Carnegie (1.0-4.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Met Both</b> WWU-1.9 Carnegie-1.8 WWU-61% Carnegie-54% 2016-17- WWU-2.1- <b>Met</b> Carnegie-1.8 WWU-90%- <b>Not Met</b> Carnegie-93% 2014-15- <b>Met Both</b> WWU-2.0 Carnegie-1.9 WWU-71% Carnegie-58%
NSSE: Question #14e -Undergraduate	<i>Question: “How much does your institution emphasize the following?—Providing opportunities to be involved socially”</i>	The mean at or above the Carnegie; and percent of students answering 3.0 or higher at or above the Carnegie (1.0-4.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Met Both</b> WWU-2.9 Carnegie-2.8 WWU-69% Carnegie-65% 2016-17- <b>Met Both</b> WWU 2.9 Carnegie-2.8 WWU-77 Carnegie-75 2014-15- <b>Met Both</b> WWU-3.1 Carnegie-2.9 WWU-77% Carnegie-65%



NSSE: Question #14h -Undergraduate	<i>Question: “How much does your institution emphasize the following?— Attending campus activities and events (performing arts, athletic events, etc.)”</i>	The mean at or above the Carnegie; and percent of students answering 3.0 or higher at or above the Carnegie (1.0-4.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Both Not Met</b> WWU-2.4 Carnegie-2.6 WWU-47% Carnegie-54% 2016-17- <b>Met Both</b> WWU-2.6 Carnegie-2.6 WWU-83% Carnegie-80% 2014-15- <b>Met Both</b> WWU-2.8 Carnegie-2.6 WWU-67% Carnegie-55%
NSSE: Question #14i -Undergraduate	<i>Question: “How much does your institution emphasize the following?— Attending events that address important social, economic, or political issues”</i>	The mean at or above the Carnegie; and percent of students answering 3.0 or higher at or above the Carnegie (1.0-4.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Both Not Met</b> WWU-2.3 Carnegie-2.4 WWU-37% Carnegie-44% 2016-17- WWU-2.2- <b>Not Met</b> Carnegie-2.4 WWU-94%- <b>Met</b> Carnegie-84% 2014-15- <b>Met Both</b> WWU-2.5 Carnegie-2.4 WWU-47% Carnegie-47%

NSSE: Question #15b -Undergraduate	<i>Question: "About how many hours do you spend in a typical 7-day week doing the following?—Participating in co-curricular activities (organizations, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)"</i>	The mean at or above the Carnegie; and percent of students reporting at least one hour per week	<b>2020-21-Pending</b> 2018-19- WWU-4.2- <b>Not Met</b> Carnegie-5.1 WWU-64%- <b>Met</b> Carnegie-55% 2016-17- WWU-4.8- <b>Not Met</b> Carnegie-5.1 WWU-47%- <b>Met</b> Carnegie-28% 2014-15- WWU-4.1- <b>Not Met</b> Carnegie-4.5 WWU-66%- <b>Met</b> Carnegie-53%
Senior Exit Survey: Question #B7 -Undergraduate	<i>Question: "Opportunities to participate in or attend intellectually enriching events (colloquiums, lectures, seminars, etc.) were:"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-82%-Not Met</b> 2019-20-Postponed 2018-19-94%- <b>Met</b> 2017-18-92%- <b>Met</b>
Senior Exit Survey: Question #B9 -Undergraduate	<i>Question: "Opportunities to participate in or attend aesthetically enriching events (music, drama, art exhibits, etc.) were:"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-76%-Not Met</b> 2019-20-Postponed 2018-19-90%- <b>Met</b> 2017-18-83%- <b>Not Met</b>
Senior Exit Survey: Question #B11 -Undergraduate	<i>Question: "Opportunities to participate in socially enriching events (small groups, clubs, and/or student activities was:"</i>	80% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-82%-Met</b> 2019-20-Postponed 2018-19-93%- <b>Met</b> 2017-18-93%- <b>Met</b>
Senior Exit Survey: Question #B13 -Undergraduate	<i>Question: "As a result of my experience at WWU, the likelihood I will participate in intellectually, aesthetically, or socially enriching events in the future is:"</i>	80% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-82%-Met</b> 2019-20-Postponed 2018-19-94%- <b>Met</b> 2017-18-89%- <b>Met</b>
Facilities/Services Survey: Question #17	<i>Question: "Rate your experience with: Residence Hall living experience"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-88%- <b>Not Met</b>
Facilities/Services Survey: Question #27	<i>Question: "Rate your experience with: Student social activities (ASWWU &amp; other)"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-98%- <b>Met</b>
Facilities/Services Survey: Question #32	<i>Question: "Rate your experience with: Intramurals program"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-95%- <b>Met</b>
<b>Objective #2: Provide Quality Infrastructure and Services</b>			
<b>Assessment Indicator</b>	<b>Rationale/Survey Question</b>	<b>Benchmark</b>	<b>Status of Achievement</b>
Employee Performance Evaluation: Question #4: <b>Administrators</b>	Fosters and models a commitment to customer service, builds customer confidence and increases customer satisfaction.	Mean score of 2.0 or above	<b>2020-21-Pending</b> 2019-20-2.14- <b>Met</b> 2018-19-2.25- <b>Met</b> 2017-18-2.25- <b>Met</b> 2016-17-2.29- <b>Met</b>

Employee Performance Evaluation: Question #4: <b>Managers/Directors</b>	Fosters and models a commitment to customer service, builds customer confidence and increases customer satisfaction.	Mean score of 2.0 or above	<b>2020-21-Pending</b> 2019-20-2.63- <b>Met</b> 2018-19-2.38- <b>Met</b> 2017-18-2.54- <b>Met</b> 2016-17-2.53- <b>Met</b>
WWU External Risk Assessments	Voluntary: University insurance provider assessments Mandatory: Fire Marshall inspections	Annual assessments & appropriate responses	<b>2020-21-Met</b> 2019-20- <b>Met</b> 2018-19- <b>Met</b> 2017-18- <b>Met</b>
NSSE: Question #13d -Undergraduate	<i>Question: "Indicate the quality of your interactions with the following people at your institution.—Student services staff (career services, student activities, housing, etc.)"</i>	The mean at or above the Carnegie; and percent of students answering 5.0 or higher at or above the Carnegie (1.0-7.0 scale)	<b>2020-21-Pending</b> 2018-19- WWU-4.8- <b>Not Met</b> Carnegie-5.0 WWU-54%- <b>Met</b> Carnegie-54% 2016-17-N/A 2014-15- <b>Met Both</b> WWU-5.1 Carnegie-5.0 WWU-66% Carnegie-54% 2013-14 <b>Met Both</b> WWU-5.0 Carnegie-4.9 WWU-67% Carnegie-66%
NSSE: Question #13e -Undergraduate	<i>Question: "Indicate the quality of your interactions with the following people at your institution.—Other administrative staff and offices (registrar, financial aid, etc.)"</i>	The mean at or above the Carnegie; and percent of students answering 5.0 or higher at or above the Carnegie (1.0-7.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Both Met</b> WWU-5.1 Carnegie-5.0 WWU-66% Carnegie-64% 2016-17- WWU-5.0- <b>Met</b> Carnegie-4.9 WWU-53%- <b>Not Met</b> Carnegie-55% 2014-15- <b>Met Both</b> WWU-5.0 Carnegie-5.0 WWU-67% Carnegie-64% 2013-14 WWU-4.9- <b>Not Met</b> Carnegie-5.0 WWU-69%- <b>Met</b> Carnegie-67%

Senior Exit Survey: Question #E8 -Undergraduate	<i>Question: "The quality of classrooms/ buildings for my experience in my primary academic department was:</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-88%-Not Met</b> 2019-20-Postponed 2018-19-90%- <b>Met</b> 2017-18-90%- <b>Met</b>
Senior Exit Survey: Question #E9 -Undergraduate	<i>Question: "The quality and availability of equipment needed for my academic experience in my major department was:"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-85%-Not Met</b> 2019-20-Postponed 2018-19-91%- <b>Met</b> 2017-18-88%- <b>Not Met</b>
Facilities/Services Survey: Question #16	<i>Question: "Rate your experience with: Residence Hall facilities"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-88%- <b>Not Met</b>
Facilities/Services Survey: Question #18	<i>Question: "Rate your experience with: University-owned housing (not Residence Hall)"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-93%- <b>Met</b>
Facilities/Services Survey: Question #24	<i>Question: "Rate your experience with: Library facilities"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-97%- <b>Met</b>
Facilities/Services Survey: Question #32	<i>Question: "Rate your experience with: Recreational facilities (gym, fitness, pool)"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-99%- <b>Met</b>
Facilities/Services Survey: Question #33	<i>Question: "Rate your experience with: Overall classroom and lab facilities"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-99%- <b>Met</b>

### Objective #3: Communicate Mission and Mission Fulfillment Effectively

<b>Assessment Indicator</b>	<b>Rationale/Survey Question</b>	<b>Benchmark</b>	<b>Status of Achievement</b>
Academic Advisement Survey: Question #4 -Undergraduate	This question represents a measurement of student perception regarding the supportiveness and clarity of their faculty advisers about the mission of WWU. <i>Question: "My adviser communicates and represents the mission of Walla Walla University."</i>	Mean score of 3.0 or above (1.0-4.0 scale)	<b>2020-21-3.7-Met</b> 2019-20-2.6- <b>Not Met</b> 2018-19-3.6- <b>Met</b> 2017-18-2.6- <b>Not Met</b>
Administrative Team Perception Survey: Question #1	<i>Question: "Promotes the University's mission and core values"</i>	Mean score of 4.0 or above (1.0-5.0 scale)	<b>2020-21-4.51-Met</b> 2017-18-4.40- <b>Met</b> 2014-15-4.50- <b>Met</b>
WWU Employee Survey: Question #11-1	<i>Question: "The mission and core themes actively influence my work as an employee."</i>	80% or more at "Strongly-, Somewhat- or Agree" (1.0-6.0 scale)	<b>2020-21-86%-Met</b> 2019-20-Postponed
NSSE: Question #2a -Undergraduate	<i>Question: "At my college/university...I am aware of the mission."</i>	Percent of students answering 4.0 or above within 2% of the SDA comparison group (1.0-5.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Met</b> WWU-95%; Other SDA-96% 2016-17- <b>Met</b> WWU-100% Other SDA-95% 2014-15- <b>Met</b> WWU-93% Other SDA-84%

NSSE Question: 2e -Undergraduate	<i>Question: "At my college/university... Extracurricular activities reflect the mission."</i>	Percent of students answering 4.0 or above within 2% of the SDA comparison group (1.0-5.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Met</b> WWU-94%; Other SDA-94% 2016-17- <b>Not Met</b> WWU 90% Other SDA-93% 2014-15- <b>Met</b> WWU-71% Other SDA-63%
Senor Exit Survey: Question #B4 -Undergraduate	<i>Question: "The extent to which WWU's mission and core themes were clearly evident throughout my experience as a student was:"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-84%-Not Met</b> 2019-20-Postponed 2018-19-89%- <b>Not Met</b> 2017-18-94%- <b>Met</b>
<b>Objective #4: Demonstrate Professionalism</b>			
<b>Assessment Indicator</b>	<b>Rationale/Survey Question</b>	<b>Benchmark</b>	<b>Status of Achievement</b>
Administrative Team Perception Survey: combined data (all survey items)	The combined data of Administrator Evaluations provide a measure of how faculty, staff, and other administrators perceive the skills and performance of administrators in various areas as well as their support of the mission of WWU.	Mean score of 4.0 or above (1.0-5.0 scale)	<b>2020-21-4.29-Met</b> 2017-18-4.20- <b>Met</b> 2014-15-4.20- <b>Met</b>
Annual Employee Performance Evaluations: combined data	The combined data from Employee Performance Evaluations provide a measure of the effectiveness of the WWU staff in their work and interactions as well as their support of the mission of WWU.	Mean score of 2.0 or above (1.0-5.0 scale)	<b>2020-21-Pending</b> 2019-20-2.40- <b>Met</b> 2018-19-2.36- <b>Met</b> 2017-18-2.31- <b>Met</b> 2016-17-2.34- <b>Met</b>
WWU Employee Survey: Question #11-2	<i>Question: "WWU employees consistently exhibit professionalism in their work."</i>	80% or more at "Strongly-, Somewhat-, or Agree" (1.0-6.0 scale)	<b>2020-21-90%-Met</b> 2019-20-Postponed
Academic Advisement Survey: Question #9 -Undergraduate	Qualitative measurement of how students perceive advisors' demeanor and attitude. <i>Question: "My adviser is courteous and respectful"</i>	Mean score of 3.0 or above (1.0-4.0 scale)	<b>2020-21-3.7-Met</b> 2019-20-3.7- <b>Met</b> 2018-19-3.7- <b>Met</b> 2017-18-3.7- <b>Met</b>
Academic Advisement Survey: Question #15 -Undergraduate	Qualitative measurement of how students perceive the effectiveness of the time spent with advisers. <i>Question: "Meetings with my adviser are helpful and productive."</i>	Mean score of 3.0 or above (1.0-4.0 scale)	<b>2020-21-3.6-Met</b> 2019-20-3.6- <b>Met</b> 2018-19-3.5- <b>Met</b> 2017-18-3.7- <b>Met</b>
Student Leadership Roles & Opportunities -Undergraduate	The number of student leaders at WWU indicates the opportunities to develop leadership skills as well as the University's commitment to training leaders.	At least 25% of undergraduate students involved in leadership	<b>2020-21-N/A (COVID)</b> 2019-20- <b>Met</b> 2018-19- <b>Met</b> 2017-18- <b>Met</b> 2016-17- <b>Met</b>

<p>Student Course Evaluation: Item #8 -Undergraduate -Graduate</p>	<p>Allows the university to analyze data for the overall effectiveness of learning in WWU courses. Also relates to General Studies Objectives 1, 3 and 4. <i>Question: "Developing ethical reasoning and/or ethical decision making"</i></p> <p>Note: Evaluation instrument changed in 2018</p>	<p>The average response across all courses is expected to be: -3.0 or higher for undergraduate courses -3.5 or higher for graduate courses (1.0-5.0 scale)</p>	<p><b>2020-21- Met Both</b> Undergraduate-3.18 Graduate-4.0 2019-20 <b>Met Both</b> Undergraduate-3.08 Graduate-3.90 2018-19- <b>Met Both</b> Undergraduate-3.12 Graduate-3.98</p>
<p>Faculty Conferences: -Attendance -Presentations (Also featured in <i>Excellence in Thought</i>)</p>	<p>The extent to which faculty members are engaged in further education and research in their disciplines, including their involvement in presentations, suggests the contribution of that knowledge to the student learning environment.</p>	<p>60% or more faculty attending conferences annually; 20% or more faculty giving presentations at conferences annually</p>	<p><b>2020-21-N/A (COVID)</b> 2019-20- <b>Both Not Met</b> Attendance-48% Presentations-12% (COVID-19-some conferences cancelled) 2018-19- <b>Both Met</b> Attendance-64% Presentations-28% 2017-18- Attendance-64%-<b>Met</b> Presentations-22%-<b>Met</b> 2016-17- Attendance-48%-<b>Not Met</b> Presentations-23%-<b>Met</b></p>
<p>NSSE: Question #17g -Undergraduate</p>	<p><i>Question: "How much has your experience at this institution contributed to your knowledge, skills, and personal development in the following areas?— Developing or clarifying a personal code of values and ethics"</i></p>	<p>The mean at or above the Carnegie; and percent of students answering 3.0 or higher at or above the Carnegie (1.0-4.0 scale)</p>	<p><b>2020-21-Pending</b> 2018-19- <b>Both Not Met</b> WWU-2.7 Carnegie-2.9 WWU-41% Carnegie-68% 2016-17- WWU-3.0-<b>Met</b> Carnegie-2.9 WWU-64%-<b>Not Met</b> Carnegie-68% 2014-15- <b>Met Both</b> WWU-3.1 Carnegie-2.8 WWU-72% Carnegie-64%</p>

NSSE: Question #17j -Undergraduate	<i>Question: "How much has your experience at this institution contributed to your knowledge, skills, and personal development in the following areas?—Being an informed and active citizen"</i>	The mean at or above the Carnegie; and percent of students answering 3.0 or higher at or above the Carnegie (1.0-4.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Both Not Met</b> WWU-2.4 Carnegie-2.7 WWU-41% Carnegie-59% 2016-17- <b>Met Both</b> WWU-2.7 Carnegie-2.7 WWU-75% Carnegie-74% 2014-15- WWU-2.7- <b>Met</b> Carnegie-2.7 WWU-52%- <b>Not Met</b> Carnegie-58%
NSSE: Question #11b -Undergraduate	<i>Question: "Which of the following have you done or do you plan to do before you graduate?—Hold a formal leadership role in a student organization or group."</i>	The percent "done" or "in progress" at or above the Carnegie (1.0-4.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Met</b> WWU-43% Carnegie-36% 2016-17- <b>Met</b> WWU-52% Carnegie-38% 2014-15- <b>Met</b> WWU-44% Carnegie-36%
Senior Exit Survey: Question #B5 -Undergraduate	<i>Question: "The overall professionalism of faculty and staff at WWU was:"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-87%-Not Met</b> 2019-20-Postponed 2018-19-93%- <b>Met</b> 2017-18-94%- <b>Met</b>
Senior Exit Survey: Question #B6 -Undergraduate	<i>Question: "Opportunities for me to develop professionalism as a student were:"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-86%-Not Met</b> 2019-20-Postponed 2018-19-97%- <b>Met</b> 2017-18-97%- <b>Met</b>

#### CORE THEME #4: Faith in God

##### Objective #1: Encourage Christian Faith Development & Spiritual Growth

Assessment Indicator	Rationale/Survey Question	Benchmark	Status of Achievement
SMP Evaluation: Question #37 -Undergraduate	<i>Question: "Evaluate your overall spiritual life and practice as a result of WWU. (i.e., relationship with God, participation in organized church/religion)"</i>	80% or more "Moderately agree, Agree, or Strongly Agree" (1.0-5.0 scale) Revised benchmark: 2018	<b>2020-21-Postponed</b> 2017-18-74%- <b>Not Met</b> 2014-15-3.7- <b>Met</b> 2012-13-4.0- <b>Met</b>
WWU Employee Survey: Question #12-2	<i>Question: "My faith in God specifically influences my work."</i>	80% at "Strongly-, Somewhat-, or Agree" (1.0-6.0 scale)	<b>2020-21-92%-Met</b> 2019-20-Postponed

SMP Evaluation: Question #1 -Undergraduate	<i>Question: "My experience at WWU has:...encouraged my personal faith in God."</i>	80% or more "Minimal effect" or above (1.0-6.0 scale) Revised benchmark: 2018	<b>2020-21-Postponed</b> 2017-18-89%- <b>Met</b> 2014-15-3.7- <b>Met</b> 2012-13-3.8- <b>Met</b>
SMP Evaluation: Combined Questions #1-#16 -Undergraduate	Combined responses questions 1-16 are a qualitative measure of students' perception of the effect of WWU on a number of spiritual growth items. <i>Question: "My experience at WWU has..."</i>	80% or more "Minimal effect" or above (1.0-6.0 scale) Revised benchmark: 2018	<b>2020-21-Postponed</b> 2017-18-87%- <b>Met</b> 2014-15-3.8- <b>Met</b> 2012-13-3.9- <b>Met</b>
SMP Evaluation: Question #17 -Undergraduate	<i>Question: "I have had significant voluntary involvement in spiritual life activities while at WWU."</i>	80% or more "Minimal effect" or above (1.0-6.0 scale) Revised benchmark: 2018	<b>2020-21-Postponed</b> 2017-18-66%- <b>Not Met</b> 2014-15-3.0- <b>Not Met</b> 2012-13-3.2- <b>Not Met</b>
SMP Evaluation: Question #21 -Undergraduate	<i>Question: "My commitment to living by Christian beliefs and values has increased as a result of being at WWU."</i>	80% or more "Minimal effect" or above (1.0-6.0 scale) Revised benchmark: 2018	<b>2020-21-Postponed</b> 2017-18-87%- <b>Met</b> 2014-15-3.5- <b>Met</b> 2012-13-3.6- <b>Met</b>
Academic Advisement Survey: Question #11 -Undergraduate	<i>Question: "My adviser models Christian principles."</i>	Mean score of 3.0 or above (1.0-4.0 scale)	<b>2020-21-3-6-Met</b> 2019-20-3.6- <b>Met</b> 2018-19-3.6- <b>Met</b> 2017-18-3.7- <b>Met</b>
Graduate Spiritual Master Plan Survey -Graduate	This survey has been revised to more closely align with the undergraduate SMP survey and to more meaningfully gain information about the spiritual influence of WWU on graduate students.	Overall mean score at or above 3.5 (1.0-5.0 scale)	<b>2020-21-Postponed</b> 2018-19-4.1- <b>Met</b> 2017-18-3.5- <b>Met</b> 2016-17-3.5- <b>Met</b>
Participation rate in Residence Hall worship programs -Undergraduate	Student participation in required Residence Hall worship programs indicated that this provides opportunity for Christian faith and spiritual development.	Average of 90% compliance	2020-21-N/A (COVID) 2019-20-97%- <b>Met</b> 2018-19-89%- <b>Not Met</b> 2017-18-94%- <b>Met</b> 2016-17-92%- <b>Met</b>
NSSE: Question #2c -Undergraduate	<i>Question: "At my college/university...I have evaluated my own beliefs and values."</i>	Percent of students answering 3.0 or above within 2% of the SDA comparison group (1.0-5.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Met</b> WWU-98%; Other SDA-100% 2016-17- <b>Not Met</b> WWU-97%; Other SDA-100% 2014-15- <b>Met</b> WWU-100%; Other SDA-99%



NSSE: Question #2d -Undergraduate	<i>Question: "At my college/university...My professors have encouraged me to be a thoughtful follower of Jesus."</i>	Percent of students answering 3.0 or above within 2% of the SDA comparison group (1.0-5.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Met</b> WWU-96%; Other SDA-95% 2016-17- <b>Met</b> WWU-95%; Other SDA-95% 2014-15- <b>Met</b> WWU-100%; Other SDA-97%
NSSE: Question #3a -Undergraduate	<i>Question: "As a result of my experience at my college/university...I have an enhanced understanding of the beliefs and values of SDA church."</i>	Percent of students answering 3.0 or above within 2% of the SDA comparison group (1.0-5.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Met</b> WWU-93%; Other SDA-94% 2016-17- <b>Not Met</b> WWU-89% Other SDA-92% 2014-15- <b>Met</b> WWU-92% Other SDA-92%
NSSE: Question #3b -Undergraduate	<i>Question: "As a result of my experience at my college/university...The Bible has become more relevant to my life."</i>	Percent of students answering 3.0 or above within 2% of the SDA comparison group (1.0-5.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Not Met</b> WWU-70% Other SDA-87% 2016-17- <b>Not Met</b> WWU-81% Other SDA-87% 2014-15- <b>Not Met</b> WWU-82% Other SDA-87%
NSSE: Question #3d -Undergraduate	<i>Question: "As a result of my experience at my college/university...I have a more mature faith."</i>	Percent of students answering 3.0 or above within 2% of the SDA comparison group (1.0-5.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Not Met</b> WWU-86%; Other SDA-92% 2016-17- <b>Met</b> WWU-89% Other SDA-91% 2014-15- <b>Met</b> WWU-91% Other SDA-93%
NSSE: Question #3f -Undergraduate	<i>Question: "As a result of my experience at my college/university...I am more committed to understanding the will of God in my life."</i>	Percent of students answering 3.0 or above within 2% of the SDA comparison group (1.0-5.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Not Met</b> WWU-81% Other SDA-93% 2016-17- <b>Not Met</b> WWU-87% Other SDA-94% 2014-15- <b>Not Met</b> WWU-89% Other SDA-93%

Senior Exit Survey: Question #F1 -Undergraduate	<i>Question: "The overall focus of WWU on faith and spiritual commitment was:"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-82%-Not Met</b> 2018-19-95%- <b>Met</b> 2017-18-94%- <b>Met</b> 2016-17- N/A
Senior Exit Survey: Question #F2 -Undergraduate	<i>Question: "The extent to which Christian values were integrated into my academic experience was:"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-81%-Not Met</b> 2018-19-89%- <b>Not Met</b> 2017-18-93%- <b>Met</b> 2016-17- N/A
Senior Exit Survey: Question #F3 -Undergraduate	<i>Question: "The overall spiritual influence of faculty and staff was:"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-79%-Not Met</b> 2018-19-88%- <b>Not Met</b> 2017-18-93%- <b>Met</b> 2016-17- N/A
Senior Exit Survey: Question #F6 -Undergraduate	<i>Question: "Because of my experience at WWU, the likelihood of my continuing to value my faith in God and spiritual commitment is:"</i>	80% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-74%-Not Met</b> 2018-19-82%- <b>Met</b> 2017-18-87%- <b>Met</b> 2016-17- N/A
Facilities/Services Survey: Question #28	<i>Question: "Rate your experience with: Student spiritual activities (Campus Ministries &amp; other)"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-98%- <b>Met</b>
Facilities/Services Survey: Question #29	<i>Question: "Rate your experience with: Chaplain's services"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-100%- <b>Met</b>

### Objective #2: Promote Adventist Wholistic Living

Assessment Indicator	Rationale/Survey Question	Benchmark	Status of Achievement
Academic Advisement Survey: Question #12 -Undergraduate	<i>Question: "My adviser encourages me to develop as a whole person: spiritually, physically and intellectually."</i>	Mean score of 3.0 or above (1.0-4.0 scale)	<b>2020-21-3.5-Met</b> 2019-20-3.5-Met 2018-19-3.4-Met 2017-18-3.5-Met
Student utilization of counseling services -Undergraduate -Graduate	Utilization indicates student's willingness to address and explore issues that may be affecting their academic, social, psychological, or emotional well-being.	Number of individual sessions within plus or minus 10% of the previous year.	<b>2020-21-255-Met</b> 2019-20-260-Met 2018-19-266-Met 2017-18-255
Student utilization of campus health services -Undergraduate -Graduate	Utilization indicates student's willingness to address health and wellness-related needs	Distinct patient utilization within 10% of the previous year.	<b>2020-21-N/A (COVID)</b> 2019-20-399 - <b>Met</b> 2018-19-379
Student participation rate in intramurals -Undergraduate	Students choose to be involved in these activities for exercise and sociability, which contribute to wholistic living.	30% of undergraduate students participating	<b>2020-21-11% (COVID)-Not Met</b> 2019-20-10% (COVID)- <b>Not Met</b> 2018-19 -30%- <b>Met</b> 2017-18 -36%- <b>Met</b>
Physical activity classes for community, faculty/staff/ students	Classes are aimed at skill development and exercise. The number and types of classes indicates a wellness commitment at a community level.	3-6 types of classes offered per year	<b>2020-21-N/A (COVID)</b> 2019-20-N/A (COVID) 2018-19-Met 2017-18-Met 2016-17-Met

WWU Employee Survey: Question #8-7	<i>Question: "WWU strives to ensure a safe (physical/emotional) work environment for employees."</i>	80% or more at "Strongly-, Somewhat-, or Agree" (1.0-6.0 scale)	<b>2020-21-80%-Met</b> 2018-19-Not launched
WWU Employee Survey: Question #12-3	<i>Question: "WWU encourages spiritual growth and development among employees."</i>	80% or more at "Strongly-, Somewhat-, or Agree" (1.0-6.0 scale)	<b>2020-21-83%-Met</b> 2018-19-Not launched
WWU Employee Survey: Question #12-5	<i>Question: "WWU encourages me to lead a balanced and healthy life."</i>	80% or more at "Strongly-, Somewhat-, or Agree" (1.0-6.0 scale)	<b>2020-21-74%-Not Met</b> 2018-19-Not launched
ACHA Survey: General-Overall Health	<i>Question: "Described overall health as good, very good, or excellent"</i>	Above the national percentage	<b>2021-22-Planned</b> 2017-18- <b>Met</b> WWU 85% Nat'l-82% 2012-13- <b>Met</b> WWU-95% Nat'l-91%
ACHA Survey: General-Nutrition	Indicates students' perceived consumption of healthy food encouraged by Adventist wholistic living. <i>Question: "Consumed 3 or more servings of fruits or vegetables."</i>	Above the national percentage	<b>2021-22-Planned</b> 2017-18- <b>Met</b> WWU-41% Nat'l-29% 2012-13- <b>Met</b> WWU-44% Nat'l-32%
ACHA Survey: General-Exercise	Indicates students' perception of how much time was spent in exercise, which is encouraged by Adventist wholistic living. <i>Question: "Did moderate or intense exercise 3 or more days per week."</i>	Above the national percentage	<b>2021-22-Planned</b> 2017-18- <b>Met</b> WWU-51% Nat'l-47% 2012-13- <b>Met</b> WWU-58% Nat'l-46%
ACHA Survey: General-Sleep	Qualitative measure of student's perception of feeling rested during the week. Rest is encouraged by Adventist wholistic living. <i>Question: "Had enough sleep to feel rested 3 or more days per week"</i>	Above the national percentage	<b>2021-22-Planned</b> 2017-18- <b>Not Met</b> WWU-47% Nat'l-55% 2012-13- <b>Not Met</b> WWU-56% Nat'l-58%
Student compliance with alcohol, drug, and tobacco policies -Undergraduate	Compliance rate with the alcohol, drug, and tobacco policies is a measure of commitment to Adventist wholistic living.	At least 95% compliance	<b>2020-21-N/A (COVID)</b> 2019-20-98%- <b>Met</b> 2018-19-98%- <b>Met</b> 2017-18-98%- <b>Met</b>
Exclusively vegetarian and vegan food service	Food service options indicates the institution's commitment to a vegetarian diet, which is in harmony with Adventist wholistic living.	Offering vegetarian food and vegan options	<b>2020-21-Met</b> 2019-20- <b>Met</b> 2018-19- <b>Met</b> 2017-18- <b>Met</b>

NSSE: Question # 3a -Undergraduate	<i>Question: "As a result of my experience at my college/university...I have an enhanced understanding of the beliefs and values of the Seventh-day Adventist church."</i>	Percent of students answering 3.0 or above within 2% of the SDA comparison group (1.0-5.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Met</b> WWU-93% Other SDA-94% 2016-17- <b>Not Met</b> WWU-90% Other SDA-94% 2014-15- <b>Met</b> WWU-92% Other SDA-92%
NSSE: Question #3c -Undergraduate	<i>Question: "As a result of my experience at my college/university...I am more inclined to act in ways that improve my health."</i>	Percent of students answering 3.0 or above within 2% of the SDA comparison group (1.0-5.0 scale)	<b>2020-21-Pending</b> 2018-19- <b>Not Met</b> WWU-90% Other SDA-95% 2016-17- <b>Not Met</b> WWU-91% Other SDA-96% 2014-15- <b>Met</b> WWU-94% Other SDA-96%
Senior Exit Survey: Question #F7 -Undergraduate	<i>Question: "Because of my experience at WWU, the likelihood of my pursuing or continuing a commitment to Seventh-day Adventist Christian values is:"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-67%-Not Met</b> 2019-20-Postponed 2018-19-94%- <b>Met</b> 2017-18-78%- <b>Not Met</b>
Senior Exit Survey: Question #F9 -Undergraduate	<i>Question: "The emphasis on wholeness (health and well-being) at WWU was: "</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-80%-Not Met</b> 2019-20-Postponed 2018-19-78%- <b>Not Met</b> 2017-18-84%- <b>Not Met</b>
Senior Exit Survey: Question #F10 -Undergraduate	<i>"The likelihood of my continuing to value wholeness (health and well-being) because of my experience at WWU is: "</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2020-21-79%-Not Met</b> 2019-20-Postponed 2018-19-91%- <b>Met</b> 2017-18-84%- <b>Not Met</b>
Facilities/Services Survey: Question #11	<i>Question: "Rate your experience with: Campus Health and Wellness Center"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-87%- <b>Not Met</b>
Facilities/Services Survey: Question #12	<i>Question: "Rate your experience with: Counseling and Testing Center"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-97%- <b>Met</b>
Facilities/Services Survey: Question #15	<i>Question: "Rate your experience with: Food services"</i>	90% of responses at "Acceptable" or higher (1.0-5.0 scale)	<b>2021-22-Considering</b> 2013-14-77%- <b>Not Met</b>